

JON S. CORZINE GOVERNOR

STATE OF NEW JERSEY DEPARTMENT OF PERSONNEL

ROLANDO TORRES, JR. COMMISSIONER

Merit System Board

AGENDA OF REGULAR MEETING OF THE MERIT SYSTEM BOARD APRIL 5, 2006

Rolando Torres, Jr., Chairman Flavella Branham John Currie Margaret E.L. Howard Robert Long

WITHDRAWAL OF APPEALS

RECOMMENTATION: The following appeals be removed from the hearing calendar and considered closed.

Ralph Bass, Custodial Worker, Newark School District, removal.

Susan Brown, Management Assistant, City of Newark, suspension.

Vincente Bowman, County Correction Officer, County of Mercer, removal.

Mark Cardillo, Senior Inspector, Mosquito Extermination, County of Passaic, removal.

Debra Cooney, Animal Attendant, County of Bergen, removal.

Christopher Eutsey, Senior Security Guard, Newark School District, demotion.

Tyrone Jackson, Communications Operator, Department of Transportation, indefinite suspension.

Robert Magro, Director of Data Processing, City of Jersey City, removals.

John Mazziotti, Senior Administrative Analyst, Department of Administration and Finance, County of Essex, layoff.

LaRhonda Peyton, Newark School District, Custodial Worker, resignation not in good standing.

Roselle Pinkston, County Correction Officer, County of Mercer, removal.

James Rimalover, Employment Counselor, Department of Labor and Workforce Development, return to formerly held title at the end of the working test period.

Bruce Rogers, Park Maintenance Worker, County of Hudson, suspension.

Antonio Santos, Laborer, City of Trenton, suspension and removal.

Betty Searls, Hospital Attendant, County of Burlington, suspension.

Tracey Stanton, Juvenile Detention Officer, County of Camden, suspension.

Beianka Taylor-Gordon, County Correction Officer, County of Mercer, suspension.

Lea Taylor, Senior Community Program Specialist, Green Brook Regional Center, Department of Human Services, return to formerly held title at the end of the working test period.

Ronald Walker, Human Services Specialist 2, County of Passaic Board of Social Services, Demotion.

Jerry Williamson, Senior Juvenile Detention Officer, County of Passaic, suspension.

DISMISSAL OF APPEALS - FAILURE TO APPEAR

RECOMMENDATION: The following cases be dismissed without prejudice.

The following appellants failed to appear at the scheduled hearing before the Office of Administrative Law and have not submitted an explanation for their failure to appear:

Judy Dixon, Institutional Attendant, Atlantic County, release at the end of the working test period.

Gloria Hammond, Nurse's Aide, Monmouth County, suspension.

Phillip Hill, Senior Correction Officer, New Jersey State Prison, Department of Corrections, removal.

Karanga Jackson, Senior Medical Security Officer, Ann Klein Forensic Center, Department of Human Services, removal.

Shanice Mitchell, Juvenile Detention Officer, Monmouth County, release at the end of the working test period.

Pamela Reim, Human Services Assistant, Vineland Developmental Center, Department of Human Services, release at the end of the working test period.

Emilio Sanchez, Jr., County Correction Officer, Burlington County, suspension.

Robert Scrivani, Electrician, Vineland Developmental Center, Department of Human Services, removal.

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

In the Matter of Martha Anderson County of Atlantic Department of Human Services Suspension

In the Matter of Frank C. Barto Division of Consumer Affairs Release at the end of the working test period

In the Matter of Justina Davis County of Salem Nursing and Convalescent Home Suspension

In the Matter of Christopher Do Department of Environmental Protection Release at the end of the working test period

In the Matter of Katherine Harcarik Judiciary Vicinage Somerset Release at the end of the working test period

In the Matter of Ronald Smallwood Northern State Prison Department of Corrections Resignation not in good standing

RECOMMENDATION OF THE ADMINISTRATIVE LAW JUDGE IN THE ABOVE CASES – SETTLEMENT

A-2 DANIEL MCCONNELL

Daniel McConnell, Police Officer, Township of Parsippany-Troy Hills, Police Department 20-day suspension on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the 20-day suspension.

ACTION:

A-3 LAWRENCE SIMMONS

Lawrence Simmons, Supervising Code Enforcement Officer, City of Newark, Department of Neighborhood and Recreational Services demotion to the position of Senior Code Enforcement Officer effective April 22, 1999, on charges of incompetency, inefficiency or failure to perform duties, inability to perform duties, neglect of duty, and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the demotion to a fine equal to a 15-day suspension.

ACTION:

A-4 SHARON THOMAS

Sharon Thomas, Senior Youth Worker, Juvenile Justice Commission, Department of Law and Public Safety, 45-day suspension on charges of neglect of duty, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge - Modify the 45-day suspension to a 15-day suspension.

A-5 PILAR YANES

Pilar Yanes, Human Services Specialist 1, County of Union, Department of Human Services, release at the end of the working test period effective July 22, 2004.

Recommendation of the Administrative Law Judge – Uphold the release at the end of the working test period.

ACTION:

A-6 BAZYT BERGUS

Bazyt Bergus, Sergeant, City of Newark, Police Department, removal effective April 30, 2002 on charges of incompetency, inefficiency or failure to perform duties and inability to perform duties.

Recommendation of the Administrative Law Judge - Uphold the removal.

ACTION:

A-7 MYRA DARIUS

Myra Darius, Building Maintenance Worker, County of Camden, Department of Building and Operations, removal effective February 24, 2005, on charges of insubordination, conduct unbecoming a public employee, violation of County's policies regarding sexual harassment and drug and alcohol testing.

Recommendation of the Administrative Law Judge - Uphold the removal.

ACTION:

A-8 KEVIN HUGHES (REMAND)

Kevin Hughes, Police Officer, Township of Irvington, Police Department, removal on charges of insubordination and violation of the departmental regulation regarding obedience to laws and regulations.

Recommendation of the Administrative Law Judge - Dismiss the appeal as moot.

ACTION:

A-9 ANNA M. HUTCHINGS

Anna M. Hutchings, Senior Correction Officer, Garden State Youth Correctional Facility, Department of Corrections, removal on charges of violation of safety and security precautions, improper or unauthorized contact with inmates, undue familiarity with inmates, parolees, their families or friends, conduct unbecoming a public employee, and violation of a rule, regulation, policy, procedure, order or administrative decision.

Recommendation of the Administrative Law Judge - Uphold the removal.

ACTION:

A-10 JENNIFER MORTIMER

Jennifer Mortimer, County Correction Officer, Burlington County Jail, removal effective June 7, 2005, on charges of chronic or excessive absenteeism or lateness, time and attendance policy violations, and resignation not in good standing. This matter was held over from the March 22, 2006, Merit System Board meeting.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION:

A-11 OLIVIA TARVER

Olivia Tarver, Licensed Practical Nurse, Ancora Psychiatric Hospital, Department of Human Services, removal effective June 1, 2004, on charges of neglect of duty, loafing, idleness or willful failure to devote attention to tasks that could result in danger to persons and violation of a policy.

Recommendation of the Administrative Law Judge – Uphold the removal.

A-12 ROBERT ZORN, JR.

Robert Zorn, Jr., Youth Worker, County of Mercer, Department of Human Services, removal effective May 11, 2005, on charges of conduct unbecoming a county employee, failure to perform duty and failure to a follow rule, policy or procedure.

Recommendation of the Administrative Law Judge – Dismiss the appeal.

ACTION:

A-13 S.C.

S. C., A Youth Worker with the Vineland Children's Residential Treatment Center, Department of Human Services, was removed from her position, effective September 9, 2002, on the charge of conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Uphold the charges and the removal.

ACTION:

SECTION B - MISCELLANEOUS MATTERS

B-1 STEVEN HRINUK

Steven Hrinuk appeals the removal of his name from the (S9999D) eligible list for the title of County Correction Officer, County of Bergen on the basis of psychological unfitness.

ACTION:

B-2 MICHAEL PEDROSA

Michael Pedrosa appeals the removal of his name from the (M2273E) eligible list for the title of Fire Fighter, City of Elizabeth on the basis of psychological unfitness.

B-3 JAMES SKINNER, JR.

James Skinner, Jr., appeals the removal of his name from the (S9999F) eligible list for the title of County Correction Officer, County of Warren on the basis of psychological unfitness.

ACTION:

B-4 JOSEPH BOCCASSINI, JR.

Joseph Boccassini, Jr., represented by Peter A. Fico, Esq., appeals his rejection as a Police Officer by the City of Jersey City and its request to remove his name from the eligible list for Police Officer (S9999F) on the basis of medical unfitness to perform effectively the duties of the position.

ACTION:

B-5 WILLIAM CASLER

William Casler, a Senior Correction Officer with Northern State Prison, Department of Corrections represented by Robert C. Wolf, Esq., appeals the denial of sick leave injury (SLI) benefits.

ACTION:

B-6 DREW A. DIDONATO

Drew DiDonato, a Property Management Services Specialist 2 with the Department of the Treasury, represented by Brian W. Shea, Esq., appeals the denial of sick leave injury (SLI) benefits.

ACTION:

B-7 WILLIAM VEACH

William Veach, a Heavy Equipment Operator with South Woods State Prison, Department of Corrections, represented by Victoria S. Kavanagh, Esq., appeals the denial of sick leave injury (SLI) benefits.

B-8 TRENT NORMAN

Trent Norman, a Senior Correction Officer with the Department of Corrections, appeals the determinations of the Equal Employment Division, stating that the appellant failed to present sufficient evidence to support a finding that he has been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination, Harassment, or Hostile Environments in the Workplace (State Policy).

ACTION:

B-9 LILLIAN FOSTER

Lillian Foster appeals the decision of Human Resource Information Services, which upheld her bypass on the eligible list for Judiciary Clerk 3 (S7159F), Judiciary, Vicinage 13, Somerset, Hunterdon, and Warren Counties.

ACTION:

B-10 GLORIA MARKS

Gloria Marks appeals the decision of the Division of Human Resource Information Services which upheld the removal of her name from the January 19, 2005 certification of the Vocational Rehabilitation Counselor 1 (S0335F) eligible list due to her failure to respond to the Notice of Certification.

ACTION:

B-11 ROBERT MUNSON

Robert Munson, represented by Teresa M. Munson, Esq., appeals the decision of the Division of Human Resource Information Services which found that the appointing authority had presented a sufficient bases to remove the appellant's name from the Juvenile Detention Officer (C2072E), Gloucester County eligible list due to an unsatisfactory background report.

B-12 COURT ATTENDANT (SPECIAL REEMPLOYMENT LIST), CITY OF NEWARK

The appointing authority's failure to dispose of the certification for Court Attendant (Special Reemployment List), City of Newark, while a provisional is serving in the title, has been referred to the Merit System Board for enforcement.

ACTION:

B-13 PROGRAM MONITOR (M6829F), CITY OF EAST ORANGE

The appointing authority's failure to dispose of the certification for Program Monitor (M6829F), while a provisional is serving in the title, has been referred to the Merit System Board for enforcement.

ACTION:

B-14 SENIOR STATISTICAL TYPIST (M7281G), CITY OF NEWARK

The appointing authority's failure to dispose of the certification for Senior Statistical Typist, while three provisionals are serving in the title, has been referred to the Merit System Board for enforcement.

ACTION:

B-15 SENIOR WATER TREATMENT PLANT OPERATOR (PM0361F), EAST ORANGE WATER DEPARTMENT

The appointing authority's failure to dispose of the certification for Senior Water Treatment Plant Operator, while a provisional is serving in the title, has been referred to the Merit System Board for enforcement.

ACTION:

B-16 DENNIS CAUFIELD AND GLENN CRANE

Dennis Caufield, Fire Signal Repairer, and Glenn Crane, Fire Alarm Operator, with the City of Newark Fire Department, request hearings regarding their removals from employment.

ACTION:

B-17 CHARLES MEEKINS

Charles Meekins, a former Residential Service Worker with the New Lisbon Developmental Center, Department of Human Services, requests that the Merit System Board reinstate the appeal of his resignation not in good standing, effective February 11, 2005, which was dismissed on the basis of the appellant's failure to appear at his January 24, 2006 Settlement Conference.

ACTION:

B-18 JUDITH ABEL BISACQUINO

Judith Abel-Bisacquino, a Human Services Specialist 1 with the Cumberland County Board of Social Services, seeks enforcement of that portion of the Merit System Board decision *In the Matter of Judith Abel Bisacquino* (MSB, decided March 23, 2005), regarding her benefits and the job title to which she was returned to work.

ACTION:

B-19 CUSTOMER SERVICE REPRESENTATIVE (M0400E), EAST ORANGE WATER DEPARTMENT

The Division of Human Resource Information Services petitions the Merit System Board for enforcement of the decision rendered on February 23, 2005, wherein the Board ordered that the East Orange Water Department properly dispose of the October 14, 2003 certification (OL031949) of the eligible list for Customer Service Representative (M0400E).

ACTION:

B-20 JAMES PORCH

James Porch, a County Correction Officer with Hudson County, represented by Anthony J. Pope, Esq., petitions the Merit System Board for interim relief of his immediate suspension, effective June 14, 2005.

B-21 LEONARD CARTER

Leonard Carter, a Senior Correction Officer with South Woods State Prison, Department of Corrections, represented by Henry J. Cistrelli, Esq., petitions the Merit System Board (Board) for reconsideration of the final administrative decision, rendered on July 13, 2005, in which the Board denied his request for sick leave injury (SLI) benefits.

ACTION:

B-22 HOUSING AIDE, TYPING (M0126D), CITY OF ORANGE HOUSING AUTHORITY

The City of Orange Housing Authority requests reconsideration of the decision rendered on October 5, 2005 by the Merit System Board in *In the Matter of Housing Aide, Typing (M0126D), City of Orange Housing Authority,* ordered it to immediately remove the provisional Peggy Melton and to properly dispose of the February 9, 2004 certification within 30 days.

ACTION:

B-23 GERALDINE SIMS

Geraldine Sims, a former County Correction Officer with the Monmouth County Sheriff's Office, represented by Charles J. Sciarra, Esq., petitions the Merit System Board for reconsideration of the final administrative decision *In the Matter of Geraldine Sims* (MSB, decided September 7, 2005), which upheld her removal from employment.

ACTION:

B-24 SOCIAL CASEWORKER, BILINGUAL IN SPANISH AND ENGLISH (M0582f), CITY OF PERTH AMBOY

The City of Perth Amboy requests reconsideration of the decision rendered on October 5, 2005 by the Merit System Board (Board) in *In the Matter of Social Caseworker*, *Bilingual in Spanish and English (M0582F)*, *City of Perth Amboy*, which denied its request for an appointment waiver and ordered it to properly dispose of the May 3, 2004 certification within 30 days.

B-25 MARCUS MARCANO

The Department of Corrections petitions the Merit System Board (Board) for reconsideration of the final administrative decision, rendered on July 13, 2005, in which the Board granted Marcus Marcano's request for sick leave injury (SLI) benefits.

ACTION:

B-26 MANUEL OLIVEIRA

The Department of Corrections, represented by Sonia M. Frontera, DAG, petitions the Merit System Board (Board) for reconsideration of the administrative decision rendered on October 5, 2005, in which the Board modified the removal of Manuel Oliveira to a six-month suspension and awarded him back pay, benefits and seniority.

ACTION:

B-27 CHARLES VENA

Charles Vena, represented by Clark E. Alpert, Esq., petitions the Merit System Board for reconsideration of the administrative decision, rendered on August 10, 2005, in which the Board upheld charges and modified Vena's 15-day suspension to a six-day suspension and his ten-day suspension to a four-day suspension, and denied counsel fees.

ACTION:

B-28 FRANCISCO ORTIZ

The appeal of Francisco Ortiz, a Police Officer with the City of Newark, of his 12-day suspension, on charges, was heard by Administrative Law Judge Leslie Z. Celantano (ALJ), who rendered her initial decision on February 8, 2005. At its meeting on March 22, 2006, the Merit System Board (Board) adopted the ALJ's recommendation to uphold the charges. However, the Board did not adopt the recommendation to increase the 12-day suspension to a 30-day suspension. Rather, the Board imposed a 45-day suspension. The proposed final decision is now submitted for the Board's review.

B-29 CRYSTAL SNYDER

The appeal of Crystal Snyder, a Human Services Technician with the New Jersey Veterans Memorial Home, Vineland, of her two removals, effective October 4, 2004, on charges, was heard by Administrative Law Judge W. Todd Miller, who rendered his initial decision on November 18, 2005. At its meeting on March 8, 2006, the Merit System Board did not adopt the ALJ's recommendation to reverse the removals. Rather, the Board modified the penalty to a three-month suspension. The proposed final decision is now submitted for the Board's review.

ACTION:

B-30 THOMAS STEIMLE

The appeal of Thomas Steimle, a Senior Parole Officer with the New Jersey State Parole Board, of his 13-day suspension, on charges, was heard by Administrative Law Judge James W. Faison, III (ALJ), who rendered his initial decision on February 8, 2006. At its meeting on March 22, 2006, the Merit System Board (Board) adopted the ALJ's recommendation to uphold the charges. However, the Board did not adopt the ALJ's recommendation to modify the 13-day suspension to a 5-day suspension. Rather, the Board upheld the appellant's 13-day suspension. The proposed final decision is now submitted for the Board's review.

ACTION:

B-31 BARBARA BERGER AND ANN VEREEN-JONES

Barbara Berger and Ann Vereen-Jones appeal the determination of the Division of Selection Services which found that, per the substitution clause for education, they did not meet the experience requirements for the promotional examination for Administrative Analyst 4 (PS6219K), Department of Human Services.

ACTION:

B-32 LORI A. BIBEAU

Lori A. Bibeau appeals the determination of the Division of Selection Services which found that she was below the minimum requirements in experience for the promotional examination for Fiscal Officer (PC0719G), Salem County.

B-33 ELISA A. BILLUPS AND MARY C. ROBERTSON

Elisa A. Billups and Mary C. Robertson appeal the determinations of the Division of Selection Services which found that they did not meet the open-competitive requirements for the promotional examination for Administrative Analyst 1 (PS7226K), Office of Children's Services, Department of Human Services.

ACTION:

B-34 ERNESTINE BUNCHE AND ROBIN PERKINS

Ernestine Bunche and Robin Perkins appeal the determinations of the Division of Selection Services which found that, per the substitution clause for education, they did not meet the experience requirements for the promotional examination for Driver Improvement Analyst 3 (PS5626T), Motor Vehicle Commission.

ACTION:

B-35 LISA CALABRESE

Lisa Calabrese appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the promotional examination for Administrative Analyst 1 (Data Processing) (PS6392K), Division of Youth and Family Services.

ACTION:

B-36 SUSAN COSGROVE, ET AL.

Susan Cosgrove, Michael Mariano, and Maria Petix-Kent appeal the determination of the Division of Selection Services which found that they did not meet the experience requirements for the promotional examination for Supervisor of Investigations (PS7152G), Department of Environmental Protection.

B-37 HANAN EL-BANNA

Hanan El-Banna appeals the determination of the Division of Selection Services that she was below the minimum requirements in experience for the promotional examination for Nursing Services Clerk (PC0638G), Monmouth County.

ACTION:

B-38 VERONICA EMERSON, ET AL.

Veronica Emerson, Kimberly Horsey and Brian Thatcher appeal the determinations of the Division of Selection Services that they did not meet the experience requirements for the promotional examination for Administrative Analyst 1 (Data Processing) (PS6392K), Division of Youth and Family Services. Aziz Haidi appeals the determination of the Division of Selection Services that per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Administrative Analyst 1 (Data Processing) (PS6392K), Division of Youth and Family Services.

ACTION:

B-39 JAMES GOTTI

James Gotti appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the open-competitive examination for Printing Operations Technician 2 (S6814G), Statewide.

ACTION:

B-40 LARRY HODES

Larry Hodes appeals the determination of the Division of Selection Services which found that he was below the minimum requirements in experience for a prospective provisional appointment to the title of Principal Technician, Management Information Systems, Board of Public Utilities.

B-41 ERNEST NOSEDA, JR.

Ernest Noseda, Jr. appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the open competitive examination for Site Manager, Nutrition Program (C6481G), Cumberland County.

ACTION:

B-42 DOROTHY SEITZ

Dorothy Seitz appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Senior Technician Management Information Systems (PS5186K), Department of Health and Senior Services.

ACTION:

B-43 JANICE WILLIAMS

Janice Williams appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for County Representative Human Services (PS4498K), Office of the Commissioner, Department of Human Services.

ACTION:

B-44 MONICA ZRADA

Monica Zrada appeals the determination of the Division of Selection Services that found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Management Assistant (PS6484J), The College of New Jersey.

ACTION:

B-45 JERRY DUCKWORTH

The Division of Human Resource Management requests that the Merit System Board order the County of Passaic to assign Jerry Duckworth duties and responsibilities commensurate with his title of Senior Juvenile Detention Officer.

B-46 ROSA FALCIANO

Rosa Falciano appeals her score on the open-competitive examination for Advocate, Victim Witness Program (C1178G), Atlantic County.

ACTION:

B-47 SAMMY ARROYO

Sammy Arroyo appeals the determination of the Division of Selection Services which found that his application for the promotional examination for Fire Lieutenant (PM2509H), Perth Amboy was late.

ACTION:

B-48 CHRISTINE J. KROPIEWNICKI

Christine J. Kropiewnicki appeals the determination of the Division of Selection Services which found that she was not eligible for the promotional examination for Family Service Specialist 1 (PS5393K), Department of Human Services, because she did not possess an aggregate of one year of continuous permanent service in a competitive title as of the closing date.

ACTION:

B-49 JUDITH LEIBOWITZ

Judith Liebowitz appeals the determination of the Division of Selection Services which found that she did not submit the required transcript or list of courses and credits for the promotional examination for Sales Supervisor, State Lottery (PS8080U), Department of the Treasury.

ACTION:

B-50 LINDSEY STEPHENS

Lindsey Stephens appeals the determination of the Division of Selection Services denying her request for a make-up for the open-competitive examination for Human Services Specialist 1 (C1167G), Camden County.

B-51 BRENDA STEWARD

Brenda Steward appeals the denial of her request for a make-up examination for the promotional examination for Classification Officer 1 (PS6145I), South Woods State Prison.

ACTION:

B-52 EDWARD ZANESKI

Edward Zaneski appeals the determination of the Division of Selection Services denying his request for a make-up for the open competitive examination for Manager 1, Information Processing (S4103G).

ACTION:

B-53 BARBARA JARVIS AND KIM KELLEY

Barbara Jarvis and Kim Kelley appeal the administration and validity of the promotional examination for Senior Technician, Management Information Systems (PS5106T), Motor Vehicle Commission.

ACTION:

B-54 TEKONSHA UPSHUR

Tekonsha Upshur appeals the validity of the open-competitive examination for Social Worker (C1023G), Mercer County Board of Social Services.

ACTION:

B-55 CHRISTINE VELIZ

Christine Veliz, represented by Anthony Pope, Esq., appeals her rank and score, the residency of Olga Rodriguez, and the eligibility of Mary Bogan, on the open-competitive eligibility list for Attendance Counselor, Bilingual in Spanish and English (M6070G), Newark School District.

B-56 JAMES WOJTOWICZ

James Wojtowicz, a Division Director with the Department of Corrections, appeals the decision of the Division of Human Resource Information Services which changed his initial hire date to February 2, 1985 since his service in the Temporary Employment Services did not constitute employment for accrual of benefit time.

ACTION:

B-57 MERIT SYSTEM BOARD MINUTES

The Merit System Board minutes of its meeting of March 22, 2006 are submitted for adoption.